

High Sick Leave Consumption Information Technology

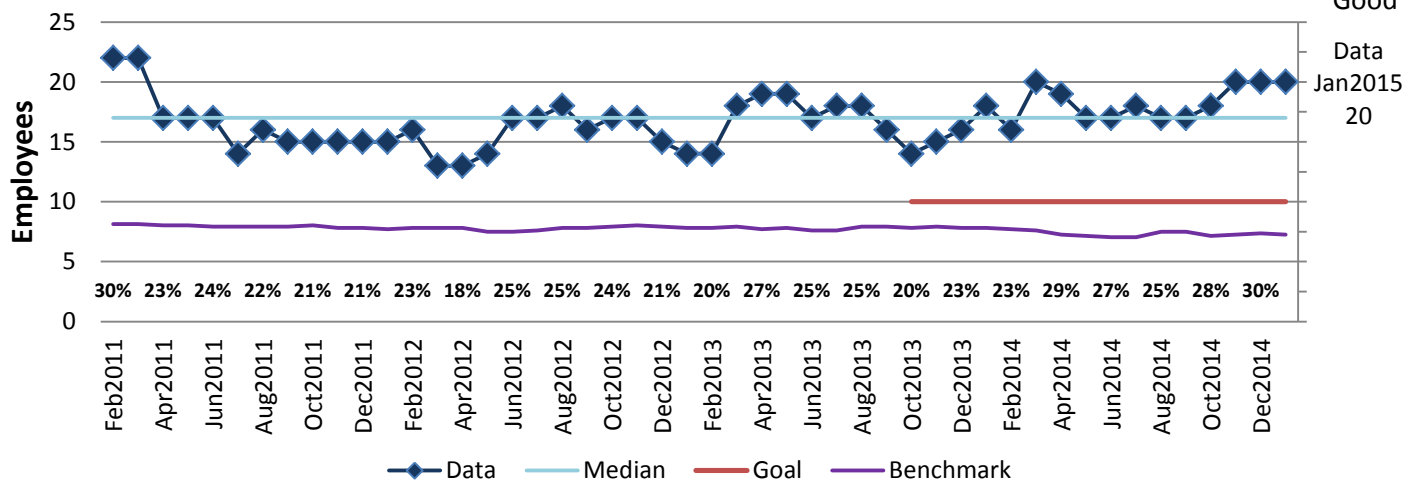


KPI Owner: Terri Yates

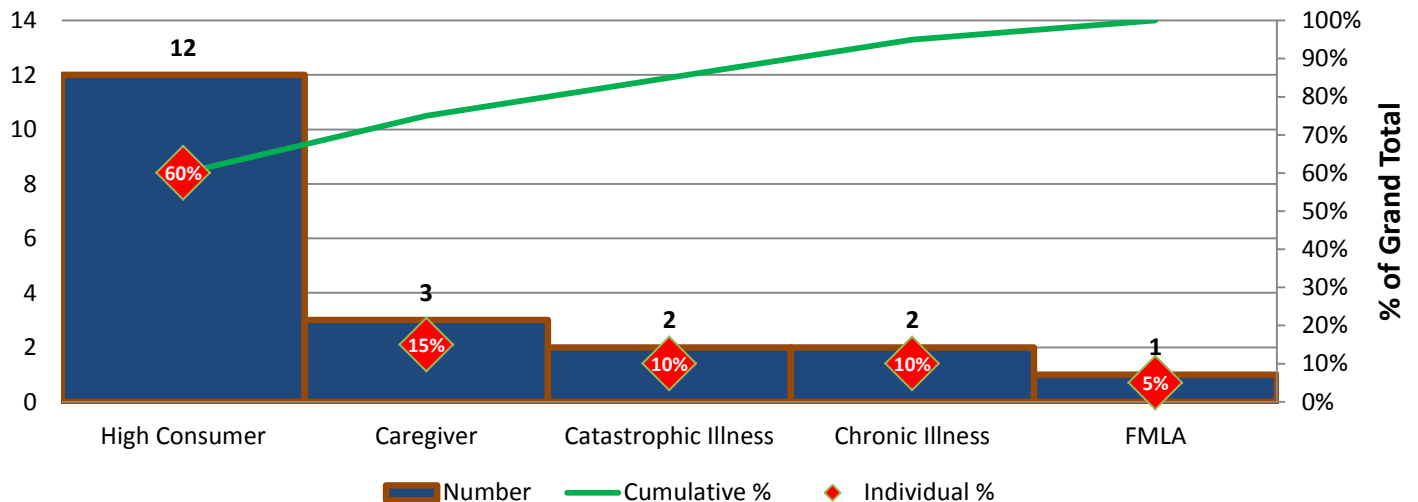
Process: Sick Management

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: CY12, 16 Employees Per Month Goal: Reduce the number of employees with high sick leave consumption to ten or fewer Benchmark: 11% LMG Top Quartile Oct2014		Data Source: Payable Time Peoplesoft Goal Source: Enterprise KPI for productivity Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 3: Determine and quantify root causes Measurement Method: # of employees who used 9 or more out of 12 sick ¹ days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Quantify root causes of high sick leave		
How Are We Doing?					
Jan2014-Jan2015 12 Month Avg Goal	Jan2014-Jan2015 12 Month Average		Jan2015 Goal	Jan2015 Actual	
10	18		10	20	
Employees	Employees		Employees	Employees	

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Feb2014-Jan2015 Pareto Analysis



Report Generated: 03/02/2015

Data Expires: 03/04/2015

¹A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract